

CONSTITUTION & BYLAWS

OF

Pinnacle Baptist Church
Locust Grove, Georgia

ARTICLE 1 – NAME AND PURPOSE

SECTION 1.01—NAME

This congregation of believers shall be known as the Pinnacle Baptist Church and shall operate under the incorporation of Pinnacle Baptist Church.

SECTION 1.02—PURPOSE

This congregation is organized as a church exclusively for charitable, religious, and educational purposes within the meaning of Section 501 (c) (3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Revenue Law), including, but not limited to, for such purposes, the establishing and maintaining of religious worship, the building of churches, parsonages, schools, chapels, radio stations, television stations, rescue missions, print shops, daycare centers, and camps; the evangelizing of the unsaved by the proclaiming of the Gospel of the Lord Jesus Christ; the educating of believers in a manner consistent with the requirements of Holy Scripture, both in Sunday and weekday schools of Christian education; and the maintaining of missionary activities in the United States and any foreign country.

ARTICLE 2 – STATEMENT OF FAITH AND COVENANT

SECTION 2.01—STATEMENT OF FAITH

The following comprise the Scriptural beliefs of this church and its members.

- (A) **The Holy Scriptures.** We believe the Holy Scriptures of the Old and New Testament to be the verbally and plenary inspired Word of God. The Scriptures are inerrant, infallible and God-breathed and, therefore, are the final authority for faith and life. The sixty-six books of the Old and New Testament are the complete and divine revelation of God to Man. The Scriptures shall be interpreted according to their normal grammatical-historical meaning, and all issues of interpretation and meaning shall be determined by the pastor. The King James Version of the Bible shall be the official and only translation used by the church. (2 Tim. 3:16-17; 2 Pet. 1:20-21)
- (B) **Dispensationalism.** We believe that the Scriptures interpreted in their natural, literal sense reveal divinely determined dispensations or rules of life which define man's responsibilities in successive ages. These dispensations are not ways of salvation, but rather are divinely ordered stewardships by which God directs man according to His purpose. Three of these dispensations—the law, the church, and the kingdom—are the subjects of detailed revelation in Scripture. (Gen. 1:28; 1 Cor. 9:17; 2 Cor. 3:9-18; Gal. 3:13-25; Eph. 1:10; 3:2-10; Col. 1:24-25, 27; Rev. 20:2-6)
- (C) **The Godhead.** We believe in one triune God, eternally existing in three persons—Father, Son, and Holy Spirit—each co-eternal in being, co-identical in nature, coequal in power and glory, and having the same attributes and perfections. (Deut. 6:4; Matt. 28:19; John 14:10, 26; 2 Cor. 13:14)
- (D) **The Person and Work of Christ.**
 - 1. We believe that the Lord Jesus Christ, the eternal Son of God, became man, without ceasing to be God, having been conceived by the Holy Spirit and born of the virgin Mary, in order that He might reveal God and redeem sinful men. (Isa. 7:14; 9:6; Luke 1:35; John 1:1-2, 14; 2 Cor. 5:19-21; Gal. 4:4-5; Phil. 2:5-8)
 - 2. We believe that the Lord Jesus Christ accomplished our redemption through His death on the cross as a representative, vicarious, substitutionary sacrifice; and, that our justification is made sure by His literal, physical resurrection from the dead. (Acts 2:18-36; Rom. 3:24-25; Eph. 1:7; 1 Pet. 2:24; 1 Peter 1:3-5)

3. We believe that the Lord Jesus Christ ascended to Heaven and is now exalted at the right hand of God where, as our High Priest, He fulfills the ministry of Representative, Intercessor, and Advocate. We believe that He will literally, visibly, and physically return. (Acts 1:9-10; Rom. 8:34; Heb. 9:24; 7:25; 1 John 2:1-2)

(E) The Person and Work of the Holy Spirit.

1. We believe that the Holy Spirit is a person who convicts the world of sin, of righteousness, and of judgment; and, that He is the Supernatural Agent in regeneration, baptizing all believers into the body of Christ, indwelling and sealing them at the moment of salvation unto the day of redemption. (John 16:8-11; Rom. 8:9; 1 Cor. 12:12-14; 2 Cor. 3:6; Eph. 1:13-14)
2. We believe that He is the divine Teacher who assists believers to understand and appropriate the Scriptures and that it is the privilege and duty of all the saved to be filled with the Spirit by voluntarily submitting to His control. (Eph. 1:17-18; 5:18; 1 John 2:20, 27)
3. We believe that God is sovereign in the bestowal of spiritual gifts to every believer. God uniquely uses evangelists, pastors, and teachers to equip believers in the assembly in order that they can do the work of the ministry. (Rom. 12:3-8; 1 Cor. 12:4-11, 28; Eph. 4:7-12)
4. We believe that the sign gifts of the Holy Spirit, such as speaking in tongues and the gift of healing, were temporary. Speaking in tongues was never the common or necessary sign of the baptism or filling of the Holy Spirit. Ultimate deliverance of the body from sickness or death awaits the consummation of our salvation in the resurrection, though God frequently chooses to answer the prayers of believers for physical healing. (1 Cor. 1:22; 13:8; 14:21-22)

(F) The Total Depravity of Man. We believe that man was created in the image and likeness of God; but that in Adam's sin the human race fell, inherited a sinful nature, and became alienated from God. Man is totally depraved and, of himself, utterly unable to remedy his lost condition. (Gen. 1:26-27; Rom. 3:22-23; 5:12; 6:23; Eph. 2:1-3; 4:17-19)

(G) Salvation. We believe that salvation is the gift of God brought to man by grace and received by personal faith in the Lord Jesus Christ, Whose precious blood was shed on Calvary for the forgiveness of our sins. We believe that all sins, except blasphemy of the Holy Spirit, are forgivable. (Matt. 12:31-32; John 1:12; Eph. 1:7; 2:8-10; 1 Pet. 1:18-19; 1 John 1:9)

(H) The Eternal Security and Assurance of Believers.

1. We believe that all the redeemed, once saved, are kept by God's power and are thus secure in Christ forever. (John 6:37-40; 10:27-30; Rom. 8:1; 38-39; 1 Cor. 1:4-8; 1 Pet. 1:4-5)
2. We believe that it is the privilege of believers to rejoice in the assurance of their salvation through the testimony of God's Word, which, however, clearly forbids the use of Christian liberty as an occasion to the flesh. (Rom. 13:13-14; Gal. 5:13; Titus 2:11-15)

(I) The Church

1. We believe that the local church, which is the body and the espoused bride of Christ, is solely made up of born-again persons. (1 Cor. 12:12-14; 2 Cor. 11:2; Eph. 1:22-23; 5:25-27)
2. We believe that the establishment and continuance of local churches is clearly taught and defined in the New Testament Scriptures and that a continual, unbroken historical line of Biblical churches has existed from the time of the Apostles unto this present day. (Acts 14:27; 20:17, 28-32; 1 Tim. 3:1-13; Titus 1:5-11)
3. We believe in the autonomy of the local church, free of any external authority or control. (Acts 13:1-4; 15:19-31; 20:28; Rom. 16:1, 4; 1 Cor. 3:9, 16; 5:4-7, 13; 1 Pet. 5:1-4)
4. We recognize water baptism and the Lord's Supper as the only two Scriptural ordinances of obedience for the church in this age. (Matt. 28:19-20; Acts 2:41-42; 8:38; 1 Cor. 11:23-26)

- (J) Separation.** We believe that all the saved should live in such a manner as not to bring reproach upon their Saviour and Lord. God commands His people to separate from all religious apostasy, all worldly and sinful pleasures, practices, and associations, and to refrain from all immodest and immoderate appearances, piercings, and bodily markings. (Lev. 19:28; Rom. 12:1-2; 14:13; 1 Cor. 6:19-20; 2 Cor. 6:14-7:1; 2 Tim. 3:1-5; 1 John 2:15-17; 2 John 9-11)

- (K) The Second Advent of Christ.** We believe in that *blessed hope*, the personal, imminent return of Christ, Who will rapture His church prior to the seven-year tribulation period. At the end of the Tribulation, Christ will personally and visibly return with His saints, to establish His earthly Messianic Kingdom which was promised to the nation of Israel. (Ps. 89:3-4; Dan. 2:31-45; Zech. 14:4-11; 1 Thess. 1:10, 4:13-18; Titus 2:13; Rev. 3:10; 19:11-16; 20:1-6)

(L) The Eternal State.

1. We believe in the bodily resurrection of all men, the saved to eternal life, and the unsaved to judgment and everlasting punishment. Further, it is appointed unto man once to die and after that the judgment, making of no effect the false claims of reincarnation and other such false beliefs. (Matt. 25:46; John 5:28, 29; 11:25-26; Rev. 20:5-6, 12-13)
 2. We believe that the souls of the redeemed are, at death, absent from the body and present with the Lord, where in conscious bliss they await the first resurrection, when spirit, soul, and body are reunited to be glorified forever with the Lord. (Luke 23:43; 2 Cor. 5:8; Phil. 1:23; 3:21; 1 Thess. 4:16-17; Rev. 20:4-6)
 3. We believe that the souls of unbelievers remain, after death, in conscious punishment and torment until the second resurrection, when with soul and body reunited, they shall appear at the Great White Throne Judgment, and shall be cast into the Lake of Fire, not to be annihilated, but to suffer everlasting conscious punishment and torment. (Matt. 25:41-46; Mark 9:43-48; Luke 16:19-26; 2 Thess. 1:7-9; Jude 6-7; Rev. 20:11-15)
- (M) **The Personality of Satan.** We believe that Satan is a created being, fallen from his original place around the Throne of God, the author of sin and the cause of the Fall of Man; that he is the open and declared enemy of God and man; and that he shall be eternally punished in the Lake of Fire. (Job 1:6-7; Isa. 14:12-17; Matt. 4:2-11; 25:41; Rev. 20:10)
- (N) **Creation.** We believe that God created the universe in six literal, 24-hour periods. We reject evolution, the Gap Theory, the Day-Age Theory, and Theistic Evolution as unscriptural theories of origin. (Gen. 1-2; Ex. 20:11)
- (O) **Civil Government.** We believe that God has ordained and created all authority consisting of three basic institutions: 1) the home, 2) the church, and 3) the state. Every person is subject to these authorities, but all (including the authorities themselves) are answerable to God and governed by His Word. God has given each institution specific Biblical responsibilities and balanced those responsibilities with the understanding that no institution has the right to infringe upon the other. The home, the church, and the state are equal and sovereign in their respective, Biblically assigned spheres of responsibility under God. (Rom. 13:1-7; Eph. 5:22-24; Heb. 13:17; 1 Pet. 2:13-14)
- (P) **Human Sexuality.**
1. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between one man and one woman. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are sinful perversions of

God's gift of sex. We believe that God disapproves of and forbids any attempt to alter one's gender by surgery or appearance. (Gen. 2:24; Gen. 19:5, 13; Gen. 26:8-9; Lev. 18:1-30; Rom. 1: 26-29; 1 Cor. 5:1; 6:9; 1 Thess. 4:1-8; Heb. 13:4)

2. We believe that the only Scriptural marriage is the joining of one man and one woman. (Gen. 2:24; Rom. 7:2; 1 Cor. 7:10; Eph. 5:22-23)

(Q) Family Relationships.

1. We believe that men and women are spiritually equal in position before God but that God has ordained distinct and separate spiritual functions for men and women in the home and the church. The husband is to be the leader of the home, and men are to be the leaders (pastors and deacons) of the church. Accordingly, only men are eligible for licensure and ordination by the church. (Gal. 3:28; Col. 3:18; 1 Tim. 2:8-15; 3:4-5, 12)
2. We believe that God has ordained the family as the foundational institution of human society. The husband is to love his wife as Christ loves the church. The wife is to submit herself to the Scriptural leadership of her own husband as the church submits to the headship of Christ. Children are an heritage from the Lord. Parents are responsible for teaching their children spiritual and moral values and leading them, through consistent lifestyle example and appropriate discipline, including Scriptural corporal correction. (Gen. 1:26-28; Ex. 20:12; Deut. 6:4-9; Ps. 127:3-5; Prov. 19:18; 22:15; 23:13-14; Mk. 10:6-12; 1 Cor. 7:1-16; Eph. 5:21-33; 6:1-4, Col. 3:18-21; Heb. 13:4; 1 Pet. 3:1-7)

- (R) Abortion.** We believe that human life begins at the moment of conception and that the unborn child is a living human being. Abortion constitutes the unjustified, unexcused taking of unborn human life. Abortion is murder. We reject any teaching that abortions of pregnancies due to rape, incest, birth defects, gender selection, birth or population control, or the mental well being of the mother are acceptable. Physicians have every moral and ethical obligation to attempt to preserve the life of an unborn child during a health crisis to the mother; however, the accidental and unintentional death of an unborn child during the care for a mother is not murder and should be viewed as a miscarriage instead of a voluntary abortion (Job 3:16; Ps. 51:5; 139:14-16; Isa. 44:24; 49:1, 5; Jer. 1:5; 20:15-18; Luke 1:44)

- (S) Educational and Medical Decisions by Families.** We believe that parents are to

train up their children in the nurture and admonition of the Lord; that children are an heritage from the Lord, entrusted to parents by God; that parents, whether natural-born or adoptive, are vested with the authority and responsibility from God to make decisions affecting the mode, content, nature, and duration of their children's education; that education is an inherently religious exercise; and that any act of the civil government which contradicts the authority of parents over their own children is void and without authority. Parents have the responsibility to disciple and discipline their own children, training them in the nurture and admonition of the Lord that they might become godly adults; this responsibility includes the Biblically mandated use of corporal punishment when necessary. Furthermore, we believe that parents alone possess the final authority and responsibility regarding the selection of medical treatment for their own children, whether in preventive measures as vaccinations or in emergency treatment. Parents have the right and responsibility before God to make each decision based upon the merits of the choices involved using prayer and faith; and no previous decision mandates the same or similar decision in a different situation or with a different child. To this end, adults have the same right and responsibility to make these decisions for their own well-being with the same unencumbered choices after prayer and faith have been exercised. We hold especially repugnant the thoughts of having injected into our bodies anything derived from the cells of murdered children harvested through the Biblical crime of abortion or anything which may alter the natural composition of our bodies, cells, and DNA as created by the Creator of the universe, Himself. Participation in such things is, we hold, a violation of both explicit Scriptural commands and sacred conscience before God and ought not so to be done by any. We further attest, and do sincerely hold the religious belief, that a decision to participate in any act which violates any of these things at a time in the past need not constrain a believer from making a different decision in the present nor in the future. (Prov 22:6; Ps 127:3-5; Deut 6:7; Deut 11:19,20; Prov 13:24)

- (T) **Euthanasia.** We believe that the direct taking of an innocent human life is a moral evil, regardless of the intention. Life is a gift of God and must be respected from conception until natural death. Thus we believe that an act or omission which, of itself or by intention, causes death in order to eliminate suffering constitutes a murder contrary to the will of God. Discontinuing medical procedures that are extraordinary or disproportionate to the expected outcome, however, can be a legitimate refusal of over-zealous treatment. (Ex. 20:13, 23:7; Matt. 5:21; Acts 17:28)
- (U) **Love.** We believe that we should demonstrate love for others, not only toward fellow believers, but also toward both those who are not believers, those who oppose us, and those who engage in sinful actions. We are to deal with those who oppose us graciously, gently, patiently, and humbly. God forbids the stirring up of strife, the taking of revenge, or the threat or the use of violence as a means of resolving personal conflict or obtaining personal justice. Although God commands us to abhor sinful actions, we are to love and pray for any person who engages in such sinful actions. (Lev. 19:18; Matt. 5:44-48; Luke 6:31; John 13:34-

35; Rom. 12:9-10; 17-21; 13:8-10; Phil. 2:2-4; 2 Tim. 2:24-26; Titus 3:2; 1 John 3:17-18)

- (V) **Lawsuits Between Believers.** We believe that Christians who are members of the same local church are admonished in Scripture to resolve personal disputes with each other or with the church through the local church. We believe the church possesses all the resources necessary to resolve personal disputes between members. We do believe, however, that a Christian may seek compensation for injuries from another Christian's insurance company as long as the claim is pursued without malice or slander. (1 Cor. 6:1-8; Eph. 4:31-32)
- (W) **Missions.** We believe that God has given the church a great commission to proclaim the Gospel to all nations so that there might be a great multitude from every nation, tribe, ethnic group, and language group who believe on the Lord Jesus Christ. As ambassadors of Christ we must use all available means to go to the foreign nations and not wait for them to come to us. (Matt. 28:19-20; Mark 16:15; Luke 24:46-48; John 20:21; Acts 1:8; 2 Cor. 5:20)
- (X) **Giving.** We believe that God's plan for financing the work of the local church is through tithes and offerings. We believe that every Christian, as a steward of that portion of God's wealth entrusted to him, is obligated to financially support his local church. We believe that God has established the tithe as a basis for giving, but that every Christian should also give other offerings sacrificially and cheerfully to the support of the church, the relief of those in need, and the spread of the Gospel. We believe that a Christian relinquishes all rights to direct the use of his tithe or offering once the gift has been made. (Gen. 14:20; Prov. 3:9-10; Acts 4:34-37; 1 Cor. 16:2; 2 Cor. 9:6-7; Gal. 6:6; Eph. 4:28; 1 Tim. 5:17-18; 1 John 3:17)

(Y) **Decisions of Practical Living by Members.**

All decisions of practical living must be made by the individual – or in the case of a minor or mentally disabled person, their parent(s) or legal guardian(s) – exclusively since each individual alone must give account to God for his actions in this life, whether they be good or bad.

The Scripture enjoins us to make each decision in such a way that each man (or woman) is to be “fully persuaded in his own mind” that his choice is pleasing to God. (Romans 14) The individual alone must be permitted to make his decision in each choice in this life since he alone will stand before God as a believer at the Judgment Seat of Christ to give account for his choices. Each will bear the reward or loss of reward for his own choices; therefore, we hold that neither civil government nor the church corporate may make personal and private decisions in these matters for an individual when no explicit Biblical mandate is present. The individual, rather, is to make his decision based upon the principles derived from Scripture and in the earnest desire to maintain a clear conscience before God. In making such decisions, an individual is compelled to consider

Scriptural principles and such other information as may be readily available to him.

Additionally, the decision arrived at by the believer need not necessarily be the same as the decision reached by that believer at another time with a different set of circumstances, even if it should be for a similar matter. Each decision must be decided by the believer separately at a given moment in time with his sincerest desire to please God.

“Whatsoever is not of faith is sin.” (Romans 14:23)

Furthermore, as taught by the Apostle Paul in the New Testament, individual believers even within the same local church may arrive at different decisions in some matters of practical living; and each has the liberty and responsibility to follow his sacred conscience in seeking to please God.

Such activities to which this sacred right of conscience may apply include health and medical decisions such as vaccinations, medications, and other procedures; compulsory military or other governmental service; compulsory educational mandates for adults or children; compulsory dietary regulations not in keeping with one's own conscience and Scripture; compulsory acts which require the believer to commit an act which he feels puts himself at enmity with God including, but not limited to, anything which promotes or could lead to the mark of the beast or which promotes a supranational government or which promotes any other faith than that adhered to in this Constitution or which seeks to supplant the lawful authority of God or His delegated authority to the individual vis-a-vis natural rights including but not limited to life, liberty, and property; compulsory acts which violate the God-given right to freedom of association or disassociation; participation in any system which seeks to limit the right to buy or sell based upon one's sacred right of conscience or the violation thereof; or other such matters as may place the believer in a state of compromised conscience, resulting in guilt before Almighty God our Judge and the Judge of all mankind.

We, therefore, hold that no person or nonperson has the right or God-supported authority to force a believer to violate sacred conscience nor Scripture for any reason. Rather, we hold, that such compulsory requirements are null and void of authority in the life of the believer and ought not to be obeyed. (Romans 14)

SECTION 2.02—AUTHORITY OF STATEMENT OF FAITH

The Statement of Faith does not exhaust the extent of our faith. The Bible itself is the sole and final source of all that we believe. We do believe, however, that the foregoing Statement of Faith accurately represents the teaching of the Bible and, therefore, is binding upon all members. All literature used in the church shall be in complete agreement with the Statement of Faith.

SECTION 2.03—COVENANT

Having been led, as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our Saviour, and upon profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Ghost, we do now, in the presence of God, angels, and this assembly, most solemnly and joyfully enter into covenant with one another, as one body in Christ.

We engage, therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this church in knowledge, holiness and comfort; to promote its prosperity and spirituality; to sustain its worship, ordinances, discipline and doctrines; to give it a sacred preeminence over all institutions of human origin; and to contribute cheerfully and regularly to the support of the ministry, the expenses of the church, and the spread of the Gospel through all nations.

We also engage to maintain family and private devotions; to religiously educate our children; to seek the salvation of our kindred, acquaintances, and all others; to walk circumspectly in the world; to be just in our dealings, faithful to our engagements, and exemplary in our deportment; to avoid all tattling, backbiting, and excessive anger; to abstain from worldly amusements; to be free from all oath-bound secret societies and partnerships with unbelievers; to abstain from the sale or use of narcotic drugs or intoxicating drink as a beverage; and to be zealous in our efforts to advance the Kingdom of our Savior.

We further engage to watch over one another in brotherly love; to remember each other in prayer; to aid each other in sickness and distress; to cultivate Christian sympathy in feeling and courtesy of speech; to be slow to take offense, but always ready for reconciliation, and mindful of the rules of our Savior, and to secure reconciliation without delay.

We moreover engage, that when we remove from this place, we will as soon as possible unite with some other church where we can carry out the spirit of this covenant and the principles of God's Word.

ARTICLE 3 – MEMBERSHIP

SECTION 3.01—QUALIFICATIONS FOR MEMBERSHIP

Upon a majority vote of the members present at any church service or meeting, membership shall be extended to all who have had and whose lives evidence a genuine experience of regeneration through faith in and acceptance of the Lord Jesus Christ as personal Savior; who renounce sin; who endeavor to live a consecrated life wholly unto the Lord; who fully subscribe to the Statement of Faith contained herein; who enter into the church covenant contained herein; who agree to submit to the authority of the church and its leaders as set forth herein; and upon compliance with any one of the following conditions:

- (A) By baptism (immersion) as a true believer in Christ Jesus as personal Savior;
- (B) By letter of transfer from another Bible-believing church of like faith and practice, or other written statement of good standing from the prior church if the applicant has been baptized by immersion subsequent to a profession of faith;
- (C) By testimony of faith, having been baptized by immersion; or
- (D) By restoration, if having been removed from membership for unrepentance of immorality or apostasy, upon majority vote of the congregation after confession is made publicly before the church membership of the sin or sins involved, and satisfactorily evidencing repentance to the pastor (or the board of deacons if the office of pastor is vacant).

SECTION 3.02—DUTIES OF A MEMBER

On becoming a member of this church, in addition to the covenant contained in Section 2.03, each member further covenants to love, honor, and esteem the pastor; to pray for him; to recognize his authority in spiritual affairs of the church; to cherish a brotherly love for all members of the church; to support the church in prayer, tithes, offerings and with other financial support as the Lord enables; and in accordance with Biblical commands, to support through a lifestyle walk affirming the beliefs and practices of the church.

SECTION 3.03—PRIVILEGES OF MEMBERSHIP

- (A) Only members at least eighteen years of age who are physically present at a duly called meeting of the church shall be entitled to vote. As a general practice, there shall be no proxy or absentee voting unless specifically requested by an individual member and approved by both the pastor and board of deacons as a special exception to this general rule. Members should consult with the senior pastor before initiating or proposing any church action, as the pastor is given the Biblical responsibility as the bishop, or overseer, of the local church to give leadership,

direction, and guidance to the flock.

- (B) This congregation functions not as a pure democracy, but as a body under the headship of the Lord Jesus Christ and the direction of the pastor as the undershepherd with the counsel of ordained deacons. Determinations of the internal affairs of this church are ecclesiastical matters and shall be determined exclusively by the church's own rules and procedures. The pastor shall oversee and/or conduct all spiritual aspects of the church.
- (C) Membership in this church does not afford the members with any property, contractual, or civil rights based on principles of democratic government. Although the general public is invited to all of the church's worship services, the church property remains private property. The pastor (or in his absence, an individual designated by the board of deacons) has the authority to suspend or revoke the right of any person, including a member, to enter or remain on church property. If after being notified of such a suspension or revocation, the person enters or remains on church property, the person may, in the discretion of the pastor (or in his absence, an individual designated by the board of deacons), be treated as a trespasser.
- (D) A member may inspect or copy the prepared financial statements of the church and the minutes of the proceedings of church meetings and of board meetings, provided he shall have made a written request upon the church and the church has received the written request at least five business days before the requested inspection date
 - 1. A member may not, under any circumstances, inspect or copy any record relating to individual contributions to the church, the list of names and addresses of the church members, or the accounting books and financial records of the church.
 - 2. The church may impose a reasonable charge, covering the costs of labor and material, for copies of any documents provided to the member before releasing the copies to the member.

SECTION 3.04—DISCIPLINE OF A MEMBER

- (A) There shall be a discipline committee consisting of the pastor and the board of deacons. These men shall have sole authority in determining heretical deviations from the Statement of Faith and violations of the church covenant. If the pastor or a deacon is the subject of a disciplinary matter, he shall not sit as a member of the discipline committee. The pastor and deacons shall be entitled to the same steps as other church members and be subject to the same discipline.
- (B) Members are expected to demonstrate special loyalty and concern for one another.

When a member becomes aware of an offense of such magnitude that it hinders spiritual growth and testimony, he is to go alone to the offending party and seek to restore his brother. Before he goes, he should first examine himself. When he goes, he should go with a spirit of humility and have the goal of restoration.

- (C) If reconciliation is not reached, a second member, either a deacon or the pastor, is to accompany the one seeking to resolve the matter. This second step should also be preceded by self-examination and exercised in a spirit of humility with the goal of restoration.
- (D) If the matter is still unresolved after the steps outlined in subsections (B) and (C) have been taken, the discipline committee, as the church representatives Biblically responsible for putting down murmuring, shall hear the matter. If the matter is not resolved during the hearing before the discipline committee, the committee shall recommend to the members of the church that they, after self-examination, make an effort personally to go to the offending member and seek that member's restoration.
- (E) If the matter is still unresolved after the steps outlined in subsections (B), (C), and (D) have been taken, such members who refuse to repent and be restored are to be removed from the membership of the church upon a majority vote of the membership present at a meeting called for the purpose of considering disciplinary action.
- (F) No matter may be heard by the discipline committee or the church unless the steps outlined in subsections (B) and (C) have been taken, except in the case of a public offense.
- (G) If an unrepentant offending party is removed from the church membership, all contact with him from that point forward (except by family members) must be for the sake of restoration. His attendance during worship services may not be suspended, as the goal is his repentance and restoration, unless he demonstrates behaviour which is detrimental to the worship of the church, at which time the pastor may instruct him to leave as a trespasser until the pastor and deacons have attested to his repentance and have recommended that the church vote to restore him as a member in good standing. At that time, the procedures already described herein for accepting one as a restored member shall take place in either a regularly held business meeting or a specially called meeting by the pastor.
- (H) The procedures provided in this section are based on Matt. 18:15-20; Rom. 16:17-18; 1 Cor. 5:1-13; 2 Cor. 2:1-11; Gal. 6:1; 1 Thess. 5:14; 2 Thess. 3:6, 10-15; 1 Tim. 5:19-20; and Titus 3:10-11.

SECTION 3.05—TRANSFER OF MEMBERSHIP

Members not under the disciplinary process of Section 3.04 may request that letters of transfer be sent to another church. Letters of transfer may only be sent to churches of like faith and practice, particularly those who hold to the belief that salvation is solely by grace through faith and to the practice exclusively of believer's baptism and that by immersion.

SECTION 3.06—TERMINATION OF MEMBERSHIP

- (A) The membership of any individual member shall automatically terminate without notice if the member in question has not attended a regular worship service of the church in the preceding six months. Upon good cause being shown to the pastor, this provision for termination may be waived in the case of any individual member at the discretion of the pastor.
- (B) No member of this church may hold membership in another church. The membership of any individual member shall automatically terminate without notice if the member unites in membership with another church, whether or not a letter of transfer is requested or sent.
- (C) The membership of any individual member shall automatically terminate without notice if the member files a lawsuit against this church in violation of Section 2.01(V).
- (D) No provision contained in this section shall be subject to or governed by the procedures regarding discipline of members set forth in Section 3.04.
- (E) A member may resign at any time, but no letter of transfer or written statement of good standing will be issued upon such resignation, except at the discretion of the pastor.

SECTION 3.07—INACTIVE MEMBERSHIP

- (A) Any member, whether in good standing or otherwise, shall be deemed “inactive” whenever the pastor determines that such an individual has not attended at least two (2) services in person each month for a period of three (3) months or more.
- (B) Any member determined by the pastor to be inactive is no longer eligible to receive any of the benefits of membership until such time as he re-establishes active membership as provided in this section. Such benefits include, but are not limited to, voting, making motions, seconding motions, or speaking in church business meetings; said benefits also include the right to bring charges of church discipline against another church member.

(C) An inactive member may reestablish active membership by attending at least two (2) services in person each month for a period of three (3) months.

(D) The Pastor (or in the absence of a pastor, the chairman of the deacons), at his sole discretion, may suspend the rule requiring a member to be deemed inactive if he determines that the individual has not met the requirements for active membership due to one of the following reasons: military service, missionary service, or health reasons which have prevented the individual from other public venues as well.

(E) Inactive status of a member does not preclude the bringing of charges of church discipline against that member.

ARTICLE 4 – OFFICERS

SECTION 4.01—CHURCH OFFICERS

The church officers are pastor (see Section 5.01), deacon (see Section 5.02), secretary, and treasurer. One person may hold two or more offices, except that of pastor. The pastor, from time to time as he deems appropriate, may appoint other church officers, subject to a confirmation vote of the church membership.

SECTION 4.02—DESIGNATION OF CORPORATE OFFICERS

As an accommodation to legal relationships outside the church, the pastor shall serve as president of the corporation; the secretary shall serve as secretary of the corporation; the treasurer shall serve as treasurer of the corporation; and the chairman of the board of deacons shall serve as vice president of the corporation.

SECTION 4.03—ELIGIBILITY FOR OFFICE

- (A) The church shall not install or retain an officer who fails to adhere to or expresses disagreement with the Statement of Faith. All church officers, upon request of the pastor, shall affirm their agreement with the Statement of Faith (as set forth in Article 2).
- (B) All church officers (with the exception of the pastor and paid staff hired by the pastor after congregational approval of created positions) must be approved initially and thereafter annually by the pastor and church membership in order for them to commence or continue in their offices. This includes secretary, treasurer, and deacons, except that the board of deacons shall elect the chairman of the board of deacons.
- (C) Only church members are eligible for election or appointment to any church office or position.

SECTION 4.04—TERMS OF OFFICE

- (A) The relationship between the pastor and the church shall be permanent unless dissolved at the option of either party by the giving of a month's notice, or less by mutual consent. The calling of a pastor or severance of the relationship between the pastor and the church may be considered at any regular church administration meeting, provided notice to that effect shall have been given from the pulpit to the church two Sundays prior to said regular church administration meeting; the only exception to this shall be that the first pastor may be called by the church on the chartering Sunday immediately after having adopted this Constitution and By-Laws if he receives a three-fourths majority of the chartering members above the age of eighteen years. A three-fourths majority of the eligible members present and voting shall be required to call a pastor or to sever the relationship between

the pastor and the church. Disciplinary removal of the pastor from office automatically terminates his membership. A restoration to membership after disciplinary removal will be subject to the requirements of Section 3.01(D).

- (B) The term of service for all unpaid or lay offices and positions in the church, except pastor and deacon, shall be one year, at the expiration of which the officers may be re-elected or re-appointed upon recommendation by the pastor.
- (C) A vacancy occurring in any office or board, except in the case of the pastor, may be filled at any regular church administration meeting.
- (D) All elected and appointed officers shall serve in their respective offices until their successors are duly elected or appointed.
- (E) Members of the board of deacons may be removed from office for unbiblical conduct, as determined by the other board members, upon a majority vote of the remaining members of the board of deacons.

SECTION 4.05—ELECTION OF OFFICERS

The annual election of officers by the church membership shall occur during any church administration meeting.

SECTION 4.06—PASTORAL OVERSIGHT OF OFFICERS AND STAFF

- (A) Subject to the approval of a majority of the congregation during any church administration meeting for the creation of a paid position and upon the condition that they shall become members of the church upon assuming their duties, the pastor may select and hire associates and assistants to assist him in carrying out his God-given responsibilities.
- (B) All church staff, whether paid or volunteer, shall be under the supervision of the pastor.
- (C) The pastor, after consulting with the board of deacons, has the authority to fire any church staff should the need arise.
- (D) No employee or volunteer shall be hired, appointed, or retained who fails to adhere to or expresses disagreement with the Statement of Faith.

ARTICLE 5 – DUTIES AND POWERS OF OFFICERS

SECTION 5.01—THE PASTOR

- (A) The pastor shall preach the Gospel regularly and shall be at liberty to preach the whole counsel of the Word of God as the Lord leads him. He shall administer the ordinances of the church, act as moderator at all church meetings for the transaction of church matters, supervise the teaching ministries of the church, and tenderly watch over the spiritual interests of the membership.
- (B) The pastor shall serve as the president of the corporation. He shall publicly inform all newly elected officers of the particular function and the responsibilities of their respective offices. He shall extend the right hand of fellowship to all new members on behalf of the church and perform such other duties as generally appertain to such a position. The pastor shall be free to choose the means and methods by which he exercises the ministry that God has given him. The pastor shall chair all business sessions of the church and shall have final parliamentary authority to determine the validity of procedure, voting, and voters in the process of said sessions excepting those instances provided for in this constitution which shall call for consideration of charges brought against the pastor.
- (C) All appointments for public worship and Bible study and the arrangements thereof, including time and place and the use of the property belonging to the church for purposes other than the stated appointments, shall be under the control of the pastor. This would include overseeing the church's music program, educational and outreach ministries, children's ministries, and making sure that they are conducted consistently with the beliefs and practices of the church..
- (D) The church Covenant and this Constitution with its adopted By-Laws constitute a private contract in which the members and God are parties and no other. It is the responsibility of the pastor as the undershepherd to zealously guard the flock from dangers both within and without. To that end, the pastor shall only transmit a copy of the church covenant and this Constitution with accompanying by-laws for any governmental or judicial inquiry, demand, or proceeding if at least one of the following is true: 1) the pastor holds the sincere belief that doing so is in the best interest of the flock as a whole 2) a majority of the congregation in a properly held business meeting votes to authorize the pastor to do so. Failing these requirements, the pastor shall not submit for public view or consideration these documents pertaining to this private contract and its requisite relationships.

SECTION 5.02—THE BOARD OF DEACONS

- (A) The board of deacons shall assist the pastor, in such manner as he shall request, in

promoting the spiritual welfare of the church, in conducting the religious services, and in performing all other work of the church. They shall make provision for the observance of the ordinances of the church. They shall, if requested by the pastor, consider applications for church membership. They shall, in cooperation with the pastor, disburse the benevolence fund. They shall assist the pastor in visitation and all other evangelistic efforts of the church. The board of deacons shall assist the pastor in caring for the administrative needs of the church's various ministries. They shall provide the pulpit supply and choose a moderator for church meetings if the pastor is unavailable or the office of pastor is vacant. Upon the death, resignation, or dismissal of the pastor, the board of deacons may appoint a pulpit committee.

- (B)** Immediately following the annual church administration meeting, the board of deacons shall assemble and elect, from their own number, a chairman who shall be vice president of the corporation.
- (C)** The board of deacons shall constitute the board of trustees of the corporation. The board of trustees shall exercise only the following specific powers, upon authorization by a majority vote of the members present at a duly called church administration meeting:

 - 1.** To purchase, hold, lease, or otherwise acquire real and personal property on behalf of the church, and to take real and personal property by will, gift, or bequest on behalf of the church;
 - 2.** To sell, convey, transfer, lease, assign, exchange, or otherwise dispose of, and to mortgage, pledge, or otherwise encumber the real and personal property of the church, to borrow money and incur indebtedness for the purpose and the use of the church; to cause to be executed, issued, and delivered for the indebtedness, in the name of the church, promissory notes, bonds, debentures, or other evidence of indebtedness; and to secure repayment by deeds of trust, mortgages, or pledges; and
 - 3.** To exercise all powers necessary for the dissolution of the church corporation.
- (D)** New deacons may be added upon recommendation by both the senior pastor and a majority vote of the current board of deacons followed by a majority vote of the voting members of the congregation at the annual administrative meeting of the church or a specially called meeting by the pastor. This process shall be applied to all newly ordained deacons as well as to any ordained Baptist deacon who has joined Pinnacle Baptist Church from another local church. New deacons who have never been ordained in a Baptist church of like faith shall be ordained by the senior pastor and current board of deacons in a regularly scheduled worship service.

- (E) Deacons shall serve for a term of three years followed by a furlough of one year. Upon recommendation by the pastor and approval by the majority of voting members of the church, a deacon may choose to remain active in his duties for consecutive terms without a furlough.
- (F) The chairman of the deacons shall serve as the chairman of the pulpit committee if such need arises to search for a new senior pastor. It shall be his responsibility to see that all candidates who are considered for the position of pastor subscribe to the Statement of Faith of Pinnacle Baptist Church.

SECTION 5.03—THE SECRETARY

The Secretary shall:

- (A) Certify and keep at the office of the church, the original bylaws or a copy, including all amendments or alterations to the bylaws;
- (B) Keep at the place where the bylaws or a copy are kept a record of the proceedings of meetings of the board of deacons, with the time and place of holding, the notice of meeting given, the names of those present at the meetings;
- (C) Sign, certify, or attest documents as may be required by law;
- (D) See that all notices are duly given in accordance with the provisions of these bylaws. (In case of the absence or disability of the secretary, or his or her refusal or neglect to act, notice may be given and served by the pastor or by the chairman of the board of deacons.);
- (E) Be custodian of the records of the church, including the membership roll, baptisms, and certificates of ordination, licenses and commissions;
- (F) See that the reports, statements, certificates, and all other documents and records required by law are properly kept and filed;
- (G) Exhibit at all reasonable times to proper persons on terms provided by law the bylaws and minutes of proceedings of the board of deacons or the minutes of the meetings of the church members;
- (H) Keep all records at the office of the church and deliver them to any successor upon leaving office; and
- (I) Serve as the secretary of the corporation.

SECTION 5.04—THE TREASURER

The Treasurer shall:

- (A) Have charge and custody of, and be responsible for, all funds of the corporation, and deposit all funds in the name of the church in banks, trust companies, or other depositories as shall be selected by the pastor or the board of deacons;
- (B) Receive, and give receipt for all contributions, gifts, and donations to the church;
- (C) Disburse, or cause to be disbursed, the funds of the church as may be directed by the pastor or the board of deacons.
- (D) Keep and maintain adequate and correct accounts of the church's properties and business transactions including account of its assets, liabilities, receipts, disbursements, and capital;
- (E) Make all expenditures of the church (except miscellaneous petty cash disbursements) by check;
- (F) When and as requested, render to the pastor and the board of deacons accounts of all his transactions as minister of finance and of the financial condition of the church;
- (G) Keep all church financial records at the office of the church and deliver them to any successor upon leaving office; and
- (H) Serve as treasurer of the corporation.

SECTION 5.05—ASSOCIATE PASTORS

Under the direction and guidance of the pastor, the associate pastor(s) of the church shall assist the pastor in carrying out the ministries of the church. Associate pastors serve at the will of the senior pastor and are expected to support and pray for him, upholding him to the flock and not undermining his authority except for cases of immorality or doctrinal error by the senior pastor, in which cases the associate pastor should speak first to the senior pastor to verify errors and then to the board of deacons if necessary.

SECTION 5.06—DUTIES OF ALL OFFICERS

- (A) All officers shall prepare a written report of their work for the annual church administration meeting and shall surrender all records in their possession to the minister of records at the close of their term of office to be filed as a permanent

record of the work of the church. All records are the property of the church and must be kept in the church office.

- (B)** Any officer who neglects his duties as outlined in the bylaws for a period of three months may be removed from his office, at the recommendation of the pastor, and another may be appointed by the board of deacons to serve the un-expired term.

ARTICLE 6 – MEETINGS

SECTION 6.01—MEETINGS FOR WORSHIP

Unless otherwise determined by the pastor, the church shall meet each Sunday for public worship both morning and evening and at least once during the week for Bible study and prayer.

SECTION 6.02—MEETINGS FOR CHURCH ADMINISTRATION

- (A) The annual church administration meeting shall be held annually, at which time the regular church administration shall be considered. A quorum shall consist of the members present.
- (B) All church administration meetings shall be opened and closed with prayer for Divine guidance and blessing.
- (C) The moderator shall determine the rules of procedure according to his sense of fairness and common sense, giving all members a reasonable opportunity to be heard on a matter. The moderator is the final authority on questions of parliamentary procedure, and his decision is final and controlling.
- (D) For any meeting under this article, the moderator, in his sole discretion, shall have full and unilateral authority to require nonmembers to leave the meeting room and to order the immediate removal of any member or other person present who is deemed by the moderator to be disruptive to the proceedings by act. The moderator shall have full authority to order the removal of all children (ages to be determined by the moderator) if the moderator determines, in his sole discretion, that circumstances so warrant. If the moderator determines that compliance with his order of removal is unsatisfactory, the moderator may, in his sole discretion, revoke the disruptive person's right to remain on the premises in accordance with Section 3.03(C) and treat the person as a trespasser.

SECTION 6.03—SPECIAL MEETINGS

- (A) The pastor (or deacons if the office of pastor is vacant or the pastor is the subject of possible disciplinary action) may call a special meeting by giving notice of such a meeting and the purpose for which it is called to the church from the pulpit at least one Sunday and not less than one week prior to said meeting. A meeting for the calling of a pastor or the severance of the relationship between the church and pastor shall be called in accordance with the provision of Section 4.04(A).
- (B) Bible conferences, missionary conferences, and revivals may be held as the pastor deems beneficial.

SECTION 6.04—FISCAL YEAR

The fiscal year of the church shall begin January 1st and end December 31st.

ARTICLE 7 – MINISTRY OF EDUCATION

SECTION 7.01—PURPOSE

The church believes that it is to provide members and the members' children with an education which is based upon and consistent with Biblical teachings. The church believes that the home and church are responsible before God for providing a Christian education. To this end, the church shall engage in ministries in education in keeping with the following dictates.

SECTION 7.02—CHURCH PARTICIPATION

All educational programs or courses of instruction formulated and offered by the church shall be primarily for the benefit of the members of the church; however, the pastor may permit nonchurch members to participate in church educational programs or courses of instruction if he deems it in the best interest of the church.

SECTION 7.03—STAFF MEMBERSHIP

All instructors, teachers, and administrators shall be members of this church. This provision shall not apply to visiting missionaries, evangelists, or preachers engaged for the purpose of delivering sermons, conducting revivals, or other special meetings on a temporary basis.

SECTION 7.04—STATEMENT OF FAITH ACCORD

All educational programs or courses of instruction shall be taught and presented in full accord with the Statement of Faith of the church. The church shall not hire, appoint, or retain any employee or volunteer for its educational programs who fails to adhere to or expresses disagreement with the Statement of Faith.

SECTION 7.05—UNITY

All educational programs or courses of instruction shall be conducted as an integral and inseparable ministry of the church.

SECTION 7.06—TEACHING

All educational programs or courses of instruction shall be conducted consistent with the teaching of the inerrant Word of God and from the King James Bible. Any assertion or belief which conflicts with or questions a Bible truth is a pagan deception and distortion of the truth which will be disclaimed as false. It is the responsibility of every instructor or teacher to present the inerrant Word of God as the sole infallible source of knowledge and wisdom.

SECTION 7.07—CHRISTIAN WALK

All administrators, instructors, and teachers shall continue or adopt a lifestyle consistent with the precepts which they teach, whether in or out of the classroom.

ARTICLE 8 – ORDINATION

SECTION 8.01—ORDINATION QUALIFICATIONS

Any member of this church or its mission churches, who gives evidence of a genuine call of God into the work of the ministry and possesses the qualifications stated in 1 Timothy 3:1-7 and Titus 1:6-9, may be ordained as a minister of the Gospel.

SECTION 8.02—ORDINATION PROCEDURE

- (A) Upon a conference with the pastor and after the pastor has approved the candidate for ordination, the pastor shall call a council to examine and pass on the qualification of the candidate. The ordination council shall consist of ordained ministers of like faith invited to participate in the examination of the candidate.
- (B) If the candidate is found worthy of ordination by the council, the ordination council may ordain the candidate on behalf of the church.
- (C) The pastor and the chairman of the deacons shall arrange for the ordination service.

ARTICLE 9 – INDEMNIFICATION

SECTION 9.01—ACTIONS SUBJECT TO INDEMNIFICATION

The church may indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative, including all appeals (other than an action by or in the right of the church) by reason of the fact that the person is or was a pastor, deacon, officer, employee, or agent of the church, against expenses, including attorneys' fees, judgments, fines, and amounts paid in settlement actually and reasonably incurred by him in connection with the action, suit, or proceeding; and if that person acted in good faith and in a manner he reasonably believed to be in or not opposed to the best interests of the church and, with respect to any criminal action or proceeding, had no reasonable cause to believe his conduct was unlawful. The termination of any action, suit, or proceeding by judgment, order, settlement, conviction, or on a plea of *nolo contendere* or its equivalent, shall not, of itself, create a presumption that the person did not act in good faith and in a manner that he reasonably believed to be in or not opposed to the best interests of the church and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his or her conduct was unlawful.

SECTION 9.02—EXPENSES SUBJECT TO INDEMNIFICATION

To the extent that a pastor, deacon, officer, employee, or agent has been successful on the merits or otherwise in defense of any action, suit, or proceeding referred to in this Article, or in defense of any claim, issue, or matter in that action, suit, or proceeding, he or she may be indemnified against expenses, including attorneys' fees, actually and reasonably incurred by him or her in connection with the action, suit, or proceeding.

SECTION 9.03—LIMITATIONS OF INDEMNIFICATION

Any indemnification made under this Article, may be made by the church only as authorized in the specific case on a determination that indemnification of the pastor, deacon, officer, employee, or agent is proper in the circumstances because he has met the applicable standard of conduct set forth in Section 9.01. The determination shall be made (a) by a majority vote of a quorum consisting of the pastor and deacons who were not and are not parties to or threatened with the action, suit, or proceeding; (b) if the described quorum is not obtainable or if a majority vote of a quorum of disinterested deacons so directs, by independent legal counsel in a written opinion; or (c) by a majority vote of the members of the church.

SECTION 9.04—TIMING OF INDEMNIFICATION

Expenses of each person seeking indemnification under this Article, may be paid by the church as they are incurred, in advance of the final disposition of the action, suit, or proceeding, as authorized by the board of deacons in the specific case, on receipt of an undertaking by or on behalf of the pastor, deacon, officer, employee, or agent to repay the

amount if it is ultimately determined that he or she is not qualified to be indemnified by the church.

SECTION 9.05—EXTENT OF INDEMNIFICATION

The indemnification provided by this Article shall be deemed to be discretionary unless otherwise required as a matter of law or under any agreement or provided by insurance purchased by the church, both as to action of each person seeking indemnification under this Article in his official capacity and as to action in another capacity while holding that office, and may continue as to a person who has ceased to be a pastor, deacon, officer, employee, or agent and may inure to the benefit of the heirs, executors, and administrators of that person.

SECTION 9.06—INSURANCE

The church may purchase and maintain insurance on behalf of any person who is or was a pastor, deacon, officer, employee, or agent of the church against any liability asserted against him and incurred by him in that capacity, or arising out of his status in that capacity, whether or not the church would have the power to indemnify him against liability under the provisions of this Article.

ARTICLE 10 – COMMITTEES

The pastor and board of deacons, in their discretion, may create special committees to provide the pastor and board with advice, information, or service regarding matters submitted to the committee by the pastor and board for consideration. The committee shall have no authority to act on behalf of the corporation. The members of the committee shall be chosen by recommendation of the pastor and majority vote of the board of deacons and shall serve solely at the pleasure of the pastor and board of deacons. The special committee shall be subject to the control and direction of the pastor and the board of deacons at all times. Neither committees nor committee members shall have special authority or privileges over other members or property of the church.

ARTICLE 11 – DESIGNATED CONTRIBUTIONS

From time to time the church, in the exercise of its religious, educational, and charitable purposes, may establish various funds to accomplish specific goals. Contributors may suggest uses for their contributions, but all suggestions shall be deemed advisory rather than mandatory in nature. All contributions made to specific funds or otherwise designated shall remain subject to the exclusive control of the church as a whole. No fiduciary obligation shall be created by any designated contribution made to the church other than to use the contribution for the general furtherance of any of the purposes stated in Section 1.02.

ARTICLE 12 – BINDING ARBITRATION

SECTION 12.01—SUBMISSION TO ARBITRATION

Believing that lawsuits between believers are prohibited by Scripture, all members of this church are encouraged to submit to binding arbitration any matters which cannot otherwise be resolved, and expressly waive any and all rights in law and equity to bringing any civil disagreement before a court of law, except that judgment upon the award rendered by the arbitrator may be entered in any court having jurisdiction thereof.

SECTION 12.02—NOTICE OF ARBITRATION

In the event of any dispute, claim, question, or disagreement arising out of or relating to these bylaws or any other church matter, the parties shall use their best efforts to settle such disputes, claims, questions, or disagreement as befits Christians. To this effect, they shall consult and negotiate with each other in good faith and, recognizing their mutual interests not to disgrace the name of Christ, seek to reach a just and equitable solution. If they do not reach such solution within a period of sixty (60) days, then upon notice by either party to the other, disputes, claims, questions, or differences shall be finally settled by arbitration as described in Section 12.01, above, and such Procedures for Arbitration as are adopted pursuant to Section 12.04, below.

SECTION 12.03—LIMITATIONS ON ARBITRATION DECISIONS

- (A) Should any dispute involve matters of church discipline, the arbitrators shall be limited to determining whether the procedures for church discipline as outlined under Section 3.04, were followed.
- (B) Should any dispute involve the removal from office of the pastor or any church officer, the arbitrators shall be limited to determining whether the procedures set forth in Sections 4.04 or 5.06 were followed.

SECTION 12.04—ARBITRATION PROCEDURES

The Procedures for Arbitration shall be as adopted by the board of deacons.

ARTICLE 13 – AMENDMENTS

These bylaws may be revised or amended by a majority vote of the members present and voting at any regular church administration meeting, provided that said revision or amendment has been submitted in writing and announced from the pulpit fourteen (14) days before the vote is taken.

ARTICLE 14 – TAX-EXEMPT PROVISIONS

SECTION 14.01—PRIVATE INUREMENT

No part of the net earnings of the church shall inure to the benefit of or be distributable to its members, trustees, officers, or other private persons, except that the church shall be authorized and empowered to pay reasonable compensation for the services rendered and to make payments and distributions in furtherance of the purposes set forth in Section 1.02 hereof.

SECTION 14.02—POLITICAL INVOLVEMENT

The church shall not participate in nor endorse any political campaign on behalf of any individual candidate or party for public office.

SECTION 14.03—DISSOLUTION

Upon the dissolution of the church, the trustees shall, after paying or making provision for payment of all the liabilities of the church, dispose of all of the assets of the church to such organization or organizations formed and operated exclusively for religious purposes as shall at the time qualify as an exempt organization or organizations under Section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Law), as the trustees shall determine. Assets may be distributed only to tax-exempt organizations which agree with the church's Statement of Faith.

SECTION 14.04—RACIAL NONDISCRIMINATION

The church shall have a racially nondiscriminatory policy and, therefore, shall not discriminate against members, applicants, students, and others on the basis of race, color, or national or ethnic origin.

SECTION 14.05—LIMITATION OF ACTIVITIES

Notwithstanding any other provision of these bylaws, the church shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in

furtherance of the purposes stated in Section 1.02.

ADOPTION

These bylaws were adopted by a majority vote of the members present and voting at a duly called meeting of the church in which a quorum was present.

These bylaws supersede any other bylaws of Pinnacle Baptist Church.

Date

Secretary

PROCEDURES FOR ARBITRATION

SECTION 1—SCOPE OF ARBITRATION

The parties must, prior to the selection of arbitrators, agree to the scope of the matters to be considered by the arbitrators. In doing so the parties must conduct themselves with the utmost courtesy as befits believers in Jesus Christ. If the parties cannot agree upon the scope of the dispute for arbitration, the scope shall be determined by the arbitrators.

SECTION 2—SUBMISSION TO ARBITRATION

(A) The parties, as Christians, believing that lawsuits between Christians are prohibited by Scripture, and having agreed, according to Article 12 of the church bylaws, to submit disputes to binding arbitration, and to waive any legal right to take the dispute to a court of law, will refer and submit any and all disputes, differences, and controversies whatsoever within the agreed scope of arbitration to a panel of three arbitrators, to be selected as follows:

1. All arbitrators must be born-again Christians of good reputation in the community and who affirm the church's Statement of Faith in its entirety.
2. Each party shall submit a list of three proposed arbitrators to the other party, and the other party will choose one of the three proposed arbitrators to serve on the panel.
3. The third arbitrator will be selected by mutual agreement of the other two arbitrators.
4. In selecting the arbitrators, each party shall act in good faith in choosing Christian arbitrators who have no prior knowledge of the facts leading up to the dispute, are not related to or close friends with the selecting party, and who will act impartially and with fundamental fairness.
5. No arbitrator may be an attorney.
6. No arbitrator may be employed or ever have been employed by, or under the authority of, either party or any other arbitrator.
7. The arbitrators will be selected as soon as possible but no later than 30 days after the parties have agreed to the scope of the arbitration.
8. The arbitration will be held at a neutral site agreed to by the arbitrators.

(B) The arbitrators shall, subject to the provisions of these procedures, arbitrate the dispute according to the terms of these procedures, the Bible as interpreted by the church's Statement of Faith, and any applicable church documents.

- (C) Each party may be represented by counsel throughout the process at the party's own expense. Discovery will be allowed as needed, as determined in the discretion of the arbitrators. Formal rules of evidence shall not apply.

SECTION 3—TERMS AND CONDITIONS OF ARBITRATION

- (A) The arbitrators shall have full power to make such regulations and to give such orders and directions, as they shall deem expedient in respect to a determination of the matters and differences referred to them.
- (B) The arbitrators shall hold the arbitration hearing as soon as possible, but no later than thirty (30) days after the selection of the third arbitrator.
- (C) There shall be no stenographic record of the proceedings, and all proceedings shall be closed to the media and any other individuals not directly involved in the proceedings.
- (D) Normally, the hearing shall be completed within three (3) hours. The length of the hearing, however, may be extended by the arbitrators in their discretion or an additional hearing may be scheduled by the arbitrators to be held promptly.
- (E) There will be no post-hearing briefs.
- (F) The arbitrators are to make and publish their award, in writing, signed by each of them concerning the matters referred, to be delivered to the parties no later than 48 hours from the conclusion of the hearing, unless otherwise agreed by the parties. The arbitrators may, in their discretion, furnish an opinion.

SECTION 4—CONDUCT AND RULES OF HEARING

- (A) The arbitrators may, in their absolute discretion, receive and consider any evidence they deem relevant to the dispute, whether written or oral, without regard to any formal rules of evidence.
- (B) The parties and their respective witnesses must, when required by the arbitrators, attend and submit to examination and cross-examination under oath as to all or any of the matters referred to in the proceedings and to produce and deposit with the arbitrators all or any evidence within their possession or control concerning such matters.
- (C) If a party defaults in any respect referred to in Subsection 4(B), above, the arbitrators may proceed with the arbitration in their discretion as if no such evidence were in existence, insofar as it may be favorable to the party in default.
- (D) All presentations shall be controlled by the arbitrators. Any disputes regarding

procedure shall be decided solely by the arbitrators.

SECTION 5—DUTIES OF ARBITRATORS

- (A) The arbitrators are to receive all evidence, prayerfully consider such evidence in an impartial manner, and render a decision which, based upon Scriptural principles, is fair to all parties.
- (B) The arbitrators have full power to order mutual releases to be executed by the parties, and either of the parties failing, such orders shall have the effect of a release, and may be duly acknowledged as such.
- (C) In the event that either party or a witness for either party shall fail to attend the arbitration hearing, after such written notice to such party as the arbitrators shall deem reasonable, the arbitrators may proceed in the absence of such party or witnesses without further notice.

SECTION 6—DECISION OF ARBITRATORS

- (A) It is preferred that the arbitrators reach a unanimous decision, but if a unanimous decision cannot be obtained, a majority decision will be accepted. The written decision of a majority of the arbitrators shall be final and binding on all parties, and judgment upon the award rendered by the arbitrators may be entered in any court having jurisdiction thereof. There is no appeal from the decision of the arbitrators.
- (B) The decision of the arbitrators is to be kept confidential by all parties for a period of one year. For purposes of these procedures, the church membership may be informed of the decision if the church or any church pastors, officers, trustees, employees, or board members were a party to the proceeding.
- (C) Should any party commence legal proceedings against another party with respect to the agreed scope of the dispute or the binding decision of the arbitrators, with the exception of an action to enforce the decision of the arbitrators, that party shall pay to the other party all expenses of said proceedings, including reasonable attorneys' fees. In the event it becomes necessary for one party to commence legal proceedings to enforce the decision of the arbitrators, the non-prevailing party must bear all of the costs of said proceedings, including reasonable attorneys' fees.

SECTION 7—PARTIES TO COOPERATE

No party shall unreasonably delay or otherwise prevent or impede the arbitration proceedings. No party will involve the news media in the dispute in any way. No party shall publicize the dispute in any way to anyone not a party to the proceedings, except as permitted by the arbitrators and except that a party may disclose the proceedings of this

arbitration to his or her spouse, legal counsel, accountants, insurance carrier, and as otherwise required by law.

SECTION 8—COSTS AND EXPENSES

Each party shall pay his or her own costs and expenses related to presenting the party's case to the arbitrators. The costs of the arbitration, including any fees for the arbitrators is to be shared equally by both parties.

SECTION 9—COMMANDMENTS

These Procedures for Arbitration may be revised or amended by a majority vote of the board of deacons present and voting at any regular board meeting.

SECTION 10—ADOPTION

- (A) These Procedures for Arbitration were adopted by a majority vote of the board of deacons at which a quorum was present.
- (B) These Procedures for Arbitration supersede any other Procedures for Arbitration previously adopted by the board of deacons, if any exist.

Date Approved

Chairman, Board of Deacons